

Press Kit



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SEPLA: Safety Assurance

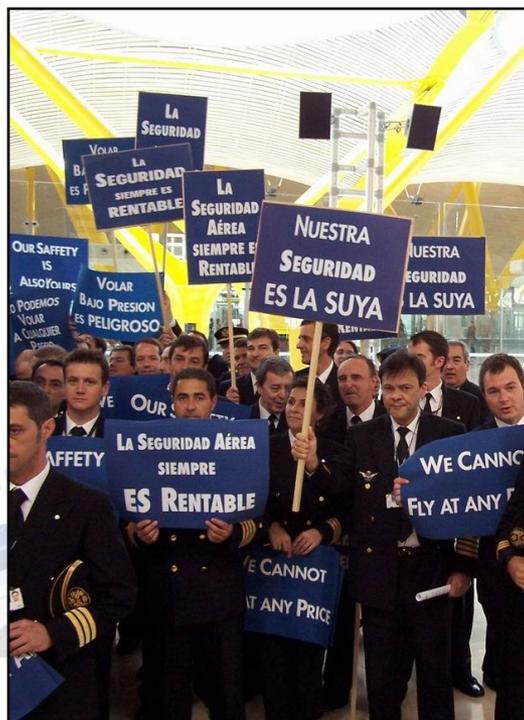


SEPLA essential activity is the establishment and maintenance of the professional, labor, and social work environment of the pilots, their development and continuous improvement and **ensuring flight safety**.



What is SEPLA?

The Spanish Union of Airline Pilots represents about **6,000 pilots** working for airlines based in Spain. Founded in 1965 as Union Association, Sepla has gone from exercising the representing rights of the pilots of a single airline (Iberia) to its current structure, consisting of ten Company Councils.



What is SEPLA?



The constituent **objectives** of the pilots' union are:

- 1 - To **represent**, defend and promote the professional, labor, economic and social needs of their **members**.
- 2 - Organize a constant work of vocational and **professional training** for their members.
- 3 - **Collaborate** with relevant national, and international organizations, with airlines and other groups or professional associations for **the improvement and development of civil aviation**.
- 4 - Participate in the **training and preparation of airline pilots** and to develop programs and curricula activity that provide access to the profession.
- 5 - **Schedule union action** necessary to achieve social and economic improvement of its affiliates. To this end, will negotiate with Airlines individual and collective labor agreements, monitor compliance, and take appropriate measures in case of conflict.
- 6 - **To promote solidarity** among airline **pilots** creating services and promoting common assistance services of caring nature.
- 7 - Establish **agreements with other unions** and professional associations, both national and internationally.



The Company Councils

The governing body of SEPLA is **Junta Rectora**, composed of: the board members and the Chairman of each of the Company Councils. Within SEPLA's governing body important matters of the union are decided, although each Company Council is autonomous in regards to its relationship with its own Airline. Along the governing body, SEPLA is composed of two "departments": **The Affiliate Services Department** is responsible to seek agreements with various Companies (insurance, telephony, banks ...) to provide the most favorable conditions for their members. **The Technical and Flight Safety Department** is responsible for ensuring air safety, taking part with its own experts in major aviation forums which promote legislative initiatives on the subject both nationally and internationally.

The composition of the SEPLA **Company Councils** is proportional to the number of members available to each company among its pilots.

The Company Councils are those who are responsible for negotiating with the company working conditions of their members. The most numerous, **Iberia** has 11 delegates representing nearly 1,600 active pilots. Second, **Air Europa** with seven delegates representing nearly 500 active members. **Air Nostrum**, third, has five delegates and 450 active pilots. Following is **Vueling** with five delegates, **Binter Canarias** with six pilots and two delegates, **Panair** with three delegates and 60 active pilots, **Swiftair** with two representatives and 200 pilots and **INAER**, the leading helicopter Company whose division **OffShore** and the **onShore** Division with 100 active pilots.

And finally, the **Retirees** Company Council, which represents more than 1,000 retired pilots



SEPLA and Flight Safety



Since its inception, **SEPLA** proposed mission is **to ensure compliance with flight safety**, mission entrusted to the **Technical and Flight Safety Department**. Is the Technical Department which sends their experts to participate in the various forums of the aviation industry nationally and internationally. Thus, SEPLA actively participates in the review of the laws governing the airline industry in Spain and in Europe.

Within the European Union, the European Aviation Safety Agency (**EASA**) writes the laws subsequently adopted by the Commission. Through the European Cockpit Association (**ECA**), which represents more than 38,000 pilots, SEPLA participates in the development of aviation safety standards. Similarly, SEPLA is an active member of IFALPA, the International Federation of Airline Pilots, an internationally recognized interlocutor of the International Civil Aviation Organization (**ICAO**).

To participate in increasing levels of safety, SEPLA performs various initiatives. The SEPLA Reporting System (**SRS**) is one of them. Through this reporting system, SEPLA complements the National Reporting System, by providing reports or notifications on deficiencies or anomalies in the air operation. The aim is to try to reduce these anomalies to prevent the progressive accumulation of deficiencies or anomalies that could potentially lead to an accident or incident.

The Technical and Flight Safety Department is also involved in occupational risk prevention projects, and disease prevention in high risk destinations. It also provides expertise and experts in air accident investigations and works closely with air traffic managers, among other initiatives.

Special Deals

The Affiliate Services Department was created with the aim of adding value to the SEPLA affiliates, not only at a professional level, but on a personal level as well.

This Department is in charge of negotiating and obtaining exclusive deals, and services for SEPLA pilots in all business and commercial areas. Through unique agreements with different companies from banking, insurance, pilot schools and simulators, car rentals, hotels, and mobile phones, among others, we cover almost all the needs our members might have.

The principles that guided us in our beginnings are still enduring today, but we are continuously innovating in the way we relate, and communicate with our external services providers.

We currently have over 400 active agreements renewed every year, available to any member who wishes to take advantage of them.

We are the only insurance provider that prevents the intermediation and with it the costly commissions on insurance. In addition, thanks to Sepla Insurance Center, we have achieved the fractionation of up to twelve monthly payments of the sum of all the insurance policies contracted.



The Family Planning Center, is the latest project carried out from the Affiliates Services Department to all the members who have taken refuge in the different EREs, Retirements and Loss of License schemes, this new project assists and advises you on your family planning. The success of our negotiations for banking and insurance agreements is endorsed by our affiliates: over 70 percent of SEPLA pilots are currently benefiting from them.

Moreover, due to the current recessive situation which is forcing many pilots to find jobs outside Spain, the International Members Department has broadened its horizons mainly to Asia and the Middle East. Thus, one of our main priorities at present is to provide services to all our expat pilots and their families. Many of the current deals are also valid in other countries. Such deals provide our pilots and their families the same social protection.

VIA Program

- In SEPLA and AEP, Spanish Pilots Association, we are aware that commercial aviation is a global industry and we must encourage and promote regulations that not only provide greater protection for our passengers, but also serve for the development and promotion of our aviation industry within the framework of a more than necessary compliance with flight safety.

- VIA was created with the intention of offering a range of services to **SEPLA** members who are displaced or working abroad and maintain a link with their Union while awaiting for an improvement in the Aviation industry in the country opening the possibility to come back with the best possible conditions.

- Another goal of VIA is to offer a different view, a more human one, about the implications that the practice of our profession may have in certain places. And also other issues such as family, language, health insurance, etc.

- From VIA, we have established contacts with different foreign airlines to incorporate pilots to their operation, both Captains and Co-pilots.

- These contacts are not only focused on labor offers in the most beneficial terms and conditions for our members but human support collaboration aimed at developing technical and training courses on aspects of the implementation and improvement of safety, such as safety management systems (SMS safety Management System), aviation safety reports from NASA (ASRS, aviation safety Report System), monitoring flight data (FDM flight Data monitoring), or flight time limitations (FTL, Flight Time Limitations)

- **SEPLA's objective is to channel and offer the maximum number of job possibilities for unemployed members.**



Sepla Ayuda Foundation



SEPLA Ayuda is a nonprofit organization that aims to contribute to the development of developing countries that are destinations of the airlines we serve.

Our goal is to **help people** in need, especially children and people with disabilities, to receive education, food, health care and in general care for their basic needs, either directly or by participating cooperation and development projects, nationally and internationally. To achieve this we focus our efforts on channeling, coordinate and support the initiatives of **solidarity** that arise from the Spanish pilots' collective group, leveraging and enhancing the possibilities offered by the practice of the profession for better performance in accordance with the affected social environment.

This assistance is provided through various means:

We take the advantages it confers being agents of the air transport industry to move to the destinations where we develop our projects and to involve them actively. We bring our personal effort and advice in the field through specialized partners mainly in the field of education. We fund, according to our purposes, social cooperation projects.

The Foundation was established by notary public on November 21st, 2006 and was recognized as a welfare foundation on April 24th, 2007.

